



Diversity, Equity & Inclusion Governance

Board Oversight



Board of Directors and Human Resources Committees

Oversees strategy, risk and culture and reviews strategies and programs for increasing diversity and inclusion at all levels of the organization.

→ **Frequency: Quarterly**

Management Oversight



Diversity, Equity & Inclusion Council and Management

DE&I Executive Committee (Every six weeks):

Provides counsel and guidance on strategic priorities and DE&I commitments, bringing business implications, benefits and external and internal knowledge to the forefront of our strategy design.

DE&I Council (Quarterly):

Drives accountability for DE&I commitments and advances DE&I within their function. Provides functional expertise and consults on the DE&I strategic direction. Ensures all goals and specific initiatives are implemented to support advancing a culture of inclusion.

Executive Leadership Committee (Quarterly):

Ensures leadership team is held accountable for DE&I outcomes and responsible for DE&I performance within their respective business and functions. Leads by example and champions DE&I initiatives, strategies and policies.

DE&I Initiative based Steering Committees (Monthly):

Drives accountability for specific DE&I-based initiatives and priorities, which will change based on the business needs. For example, Supplier Diversity, Indigenous Relations, Francophone Inclusion and Women's Inclusion Network.

Enablers

DE&I Centre of Excellence: Sets the DE&I strategy and vision for the company. Ensures Empire is making measurable progress in achieving its DE&I goals and commitments, steering the company on all matters related to DE&I. The DE&I COE is supported by teams across the organization, who, among others, drive inclusive recruitment efforts, build programs that strengthen the diversity of our leadership teams and empower and engage teammates.

Initiative-Based Working Groups:

- Partnership Accreditation in Indigenous Relations Working Group
- Women's Inclusion Network committees

Functional Teams:

- Talent Acquisition
- Learning & Development
- Talent Management
- Talent Data & Insights
- HR Insights
- Employee Experience

Inclusion Teams:

- Inclusion Activators
- Indigenous sharing circle teammates
- Women's Inclusion Network
- 2SLGBTQIA+
- Francophone
- Teammates with disabilities
- Visible minorities
- Newcomers to Canada
- Black Teammate Taskforce

Partners

DE&I Advisory group +

